



Programme and Abstracts

PIMES

**PLANTATION MANAGEMENT
EXHIBITION & SEMINAR**

15th December 2018

Faculty of Plantation and Agrotechnology
Universiti Teknologi MARA
Melaka Branch, Jasin Campus
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PLANTATION MANAGEMENT EXHIBITION AND SEMINAR 2018 (PiMES)

Melaka, Malaysia

December 15, 2018

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DEAN PREFACE



Assalamualaikum Warahmatullahi Wabarakatuh

My heartiest congratulations go to the Committees for successfully organized PiMES September 2018. PiMES September 2018 enables lecturers and panels from strong industrial background to reflect and share significant ideas, experiences and research findings in the workplace and in partnerships. It is also hoped to encourage collaboration among the lecturers and enhance the quality and performance of the faculty. The research findings derived from this substantial event shall indicate the commitment of lecturers not only in teaching, but also in striving to unfold new knowledge and processes that will benefit the nation. The efforts of our lecturers need to be further extended to a wider audience so that the nation will benefit from the research findings. It is also hoped that, the proceedings will trigger serious thought and more robust research in the field of education as well as plantation and technology so as to help Malaysia achieve Vision 2020.

As we know, agriculture production has increased tremendously today because of the demand from various sectors in the world. To meet the challenges of increasing food demand, techniques and ways should be created to improve productivity, profitability and sustainability of the agricultural system. Industrial agricultural system has led to irretrievably changes in the landscape diversity, soil quality, environment integrity, and natural resource base. This has resulted major questions and curiosity worldwide in relation to the sustainability of agricultural production system. The most significant damage to natural ecosystems and the environment was caused by habitat conversion and corresponding climate change, loss of biodiversity and ecosystem functions, soil erosion and degradation, and pollution from fertilizers and pesticides. Concepts in plant protection have changed in past decades from exclusion or destruction of pest to pest management. Serious problems with pesticides, rapid development of pest resistance, environmental effects of pesticides, and high costs led to development of new approaches and techniques in pest management based on improved knowledge of pest dynamics and their natural enemies, and the interaction between the pest and the crop.

It remains only for me to thank all those who have helped to make this events such a great and wonderful success. Much appreciation is due to the board editor, and reviewers of all papers submitted as well as to all authors whose ideas and contributions ensured rich and lively discussion during the various sessions.

DEAN,

Assoc Prof Dr Asmah Awal

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INTRODUCTION

The PiMES committee and UiTM (Melaka), Jasin Campus residents are very pleased to welcome all participants in the Plantation and Management Seminar (PiMES) which is organized by Faculty and Agrotechnology.

PiMES aims to give an exposure to the students about the procedure to make a poster by extracting information from their final year project. This seminar will sharpen their communication skill as well as they can exchange and share their research result, projects, experiences and new ideas related to all aspects of studies in plantation management and agribusiness, plant sciences, soil sciences, plant protection, plant biotechnology and agricultural engineering. We sincerely hope that you will enjoy and return home with plenty of inspiration to improve agro-industry plantation practices and research activities.

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FACTORS THAT INFLUENCE JOB SATISFACTION IN OIL PALM PLANTATION

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ABSTRACT

Job satisfaction is a feeling of a person either satisfies or dissatisfy toward their employment. Company that provides employment needs to ensure that their company provides positive job satisfaction among worker to obtain best performance from their workers. This study investigates three independence factors (pay, communication and working condition) toward job satisfaction among 52 workers that work in the Lembah Kesang oil palm plantation. The first objective for this study is to investigate the relationship between all independence factors toward the jobs satisfaction of workers. The second objective from this study is to determine the most influence or dominant factor that contributes to the job satisfaction. The method for this research is by doing survey that using questionnaires. The data that have been collected, are analyze using correlation coefficient and regression from the software Statistical Package for Science (SPSS). The results from correlation coefficient analysis show all independence (pay, communication and working condition) factors have significant relationship with the job satisfaction. The result from regression analysis show that the working condition is the most influence factors that contribute to the job satisfaction with value of (beta=0.249). As for the recommendation, the management at the Lembah kesang plantation need to make a long term plan to improve the working condition as the factor has high contribution to their company. The management of the oil palm estate can use the finding to improve the factor of communication, pay and working condition in their estate to increase the job satisfaction among workers as all factors show a significant relationship with job satisfaction among worker in oil palm plantation.

Keywords: job satisfaction, independence factors.